

MMA Testimony on the Career Pathways Alliance Initiative

House Committee on Workforce and Talent Development

10/17/2017

Thank you, Mr. Chairman, for the opportunity to speak to share with you MMA's take on the talent challenge and our support for Career Pathways Alliance Initiative.

Our members, who represent the largest sector of the Michigan economy, now identify the talent shortage as a greatest challenge facing manufacturers.

It is both a demographic challenge with the baby boomers retiring –sometimes referred to as the “silver sunami”, but it's also a trend in education away from CTE.

In a 2015 report on the skills gap, The Manufacturing Institute says Over the next decade nearly 3 ½ million manufacturing jobs likely need to be filled. The skills gap is expected to result in 2 million of those jobs going unfilled.

The 1963 constitution ends the K-12 system at grade 12 with the idea that students could get a job upon graduation. Over time we seem to have gotten away from that idea.

We are supportive of 4 year degrees, but the vast majority of jobs do not require 4 year degrees. We believe we have to get career tech programs back in the high schools. We need to capture the aptitude of students for skill based careers.

Career Pathways Alliance Initiative

What I have heard today is very positive. It addresses many of the barriers to success that we see.

- Greater awareness of parents and students about careers in manufacturing
- CTE professional instructor recruitment
- Real works experience for teachers
- Greater career exploration.
- Guidance on CTE programs from the DOE

SME Education Foundation – PRIME®

- MMA Board said address the talent challenge
- Internal Talent Council identified two issues:
 - o Image of Manufacturing
 - o Lack of a talent pipeline in the K-12 system
- We searched nation for best practices and found the SME Education Foundation and PRIME
- Starts with local manufacturers – delivers a local customized solution.
 - o What skills do manufacturers need
 - o Customized Curriculum – including credentials and certifications
 - o Train the Teachers
 - o Deliver the industry relevant equipment
 - o Relationships with employers and students.
- Shape Corp and Grand Haven High School – Superintendent, Andrew Ingall,
 - o Grand Haven Fiberglass surfboards
 - o Shape – rolled form steel for bumpers – disconnect.
- Lessons –
 - o Start with the customers of the system
 - o Local solutions are the best
 - o Need greater communication between local manufacturing community and the local schools

Thank you for the opportunity to speak today. I am happy to address any questions from you or the committee members.